

Report made in compliance with Section 8 of the Gender Representation on Public Boards (Scotland) Act 2018 (1 May 2023 – 30th April 2025)

The Court of the University of the West of Scotland, being the appointing person under the Gender Representation on Public Boards (Scotland) Act 2018 (the 'Act'), affirms that our current Court composition does not meet the gender representation objective.

As at 30th April 2025, we have good representation of gender, with 11 male and 11 female members across the total court membership. Of the 22 members of the Court, 8 are currently excluded by the Act either because they are elected or because they are nominated by another person. At the date of this report, there are 6 female members from the remaining 14 members, with the addition of 3 vacancies. This represents 43% of the non-excluded lay members.

Consideration of candidates (Sections 3 and 4 of the Act)

During the period from 1 May 2023 to 30th April 2025 no recruitment competitions were made to fill lay vacancies on the University Court.

A recruitment competition was undertaken in June 2025, the results of which will be included in the next statutory report.

Encouragement of applications by women (Section 5 of the Act) and Duty to take steps towards achieving objective (section 6 of the Act)

Through its Governance & Nominations Committee the University monitors the diversity of membership of the Court across all protected characteristics and understands the responsibilities set out in its legislation. Of the total membership of Court as at 30th April 2025, 50% are women and as noted above, 43% of the lay membership are women.

During the reporting period, the composition of the Court has been impacted by members retiring or resigning together with the deferral of the commencement of the appointment of new members to assist with continuity of membership and succession planning.

Applications from women are already actively encouraged and text included in our adverts highlights that applications from people who would help us meet the aspirations of the Gender Representation on Public Boards (Scotland) Act 2018 or those whose background could bring diversity of thought, creative contributions and challenge existing perspectives would be particularly welcomed. Where we use recruitment consultants to support the process they are made aware of our ambitions regarding the diversity of Court and we also ensure a gender-balanced selection panel is in place. To support requests for maternity and adoption leave, arrangements are in place for Court members to seek leave of absence.

Although we do not currently meet the threshold, improvements had been made to the gender balance of the membership of the University Court towards achieving the objectives of the Act. The University has a clear vision, mission and values that demonstrate a firm commitment to equality, diversity and inclusion and will continue to take steps to ensure a gender balanced Court membership.